

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

October 20, 2014

CALL TO ORDER

Chairman Cushing called the LRES Committee to order at 8:00 a.m. in Committee Room #2 of the Oneida County Courthouse. It was noted that this meeting had been properly noticed in accordance with the Wisconsin Open Meeting Law and meets the Americans with Disabilities Act.

LRES COMMITTEE MEMBERS PRESENT: Carol Pederson, Billy Fried, Sonny Paszak, Dave Hintz and Ted Cushing.

LRES COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Sheriff Hartman, Robert Hebein, Bryan Wege, Brian Barbour, Greg Gardner, Scott Bornberg, Phil Newcomb(Sheriff Dept.); Kyle Franson(Register of Deeds); Patrick Henneger (Attorney); Randy Ingram (WPPA Representative)

APPROVE AGENDA

Motion by Hintz, second by Paszak to approve the agenda for the present meeting. All ayes; motion carried.

2015 HEALTH INSURANCE

Lisa Charbarneau explained to the Committee that there was one change in the plan they were looking at. The out-of-pocket maximums were supposed to be \$3500, \$5000 and \$6000 and were now correct on the sheets she handed out. The information she previously had about all the out-of-pocket co-pays having to go toward the out-of-pocket maximum was incorrect due to an exception which applies to us and therefore, makes the drug co-pays separate due to the 90/10 co-insurance. She explained that there are two parts to the plan that drove the premium down. One is the out-of-pocket maximum for medical and the other one is the specialty drug program due to the cost of those drugs.

Charbarneau stated that this does not include a network change. It does not include any of the things they talked about last week such as the employee's deductible and the portion they would pay. It also did not include the retiree plans which will go up 9%.

The consensus was to double the employee out-of-pocket from \$250 to \$500 per person.

Motion by Hintz, second by Pederson to go with Plan Benefit Option #3 and use \$210,000 as the MERP estimate to be further defined. Hintz, Pederson, Paszak and Cushing voting aye and Fried voting nay; motion carried.

2015 WAGE INCREASE

Cushing stated they put 1.6% CPI in the budget. They had talked about \$1000 across the board. He proposed at the budget hearing that they go to the CPI figure of 1.6%. It would be a flat \$1000, one-time stipend. He stated that because the \$1000 came out to 2.3% that they look at the CPI figure of

October 20, 2014

1.6% that comes out to about \$750. He stated that would be for everybody whether they are red-lined and a few people would be pro-rated. He remarked that when he made that remark at budget he was actually thinking of a 1.6% pay increase that would roll onto their base wages and 1.6% as a one-time for those that are red-lined.

Fried stated that everyone was going to get the same thing and that in his opinion we have gone a different direction than where we started.

Motion by Cushing, second by Paszak to go with a 1.6% pay increase overall and red-lined employees get a 1.6% one-time stipend. Roll call vote with Paszak, Pederson, Hintz and Cushing voting aye and Fried voting nay; motion carried.

INITIAL EXCHANGE OF BARGAINING PROPOSALS WITH THE DEPUTY SHERIFF ASSOCIATION

Patrick Henneger attorney for the County explained that he would rather do this in closed session.

EXECUTIVE SESSION

Motion by Fried, second by Pederson to adjourn into closed session pursuant to section 19.85 (1) (e), “deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business whenever competitive or bargaining reasons require a closed session”. (Topic: Deputy Sheriff Association Bargaining)

All members present voting ‘Aye’ on roll call vote. Motion carried.

Discussion held in closed session.

Motion by Cushing, second by Fried to return to open session. Roll call vote with all voting aye; motion carried.

FUTURE MEETING DATES

October 30 - 1:00 p.m.

November 05 - 9:00 a.m.

November 18 - 9:00 a.m.

FUTURE AGENDA TOPICS

In Lieu of Insurance

Negotiations

PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Paszak, second by Cushing to adjourn. All ayes; motion carried.

Meeting adjourned at 1:18 p.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary